

18. Irregular Job Worker's Career Formation

Eui-Kyoo Lee · Il-Gue Kang · Sang-Jun Lee · Hak-Su Oh

This study regards suitable activation plan for irregular job worker's career formation in business environment and high skill society system that is diversified by analyzing irregular job worker's environment factor with change of labor market. This study also compares with Korea's system through a case study of career formation of Japanese irregular job worker. Through this study, necessity of policy support for activation of irregular job worker's career formation will be determined.

1. Career Formation from the Perspective of the Enterprise

First issue is the various support for career considering the enterprise's unique qualities. Enterprise need run programs to support career formation reflecting high ratio of woman resources especially in sales and service. The programs must meet with government human resource development policy and for proper education close relationship with government is required.

Second, enterprise should establish a career formation support plan which reflects the limits of irregular job worker's working and educating condition. In the field of sales and service, education for professional service was not made use of by the workforce and workforce with professional career were not provided education at all. Thus, programs of various levels with diverse contents to attract vibrant participation should be created.

Third, to activate career formation for irregular workers, enterprise must recognize the necessity of education and training for irregular workers. Enterprise must participate in lectures and meetings provided by the government for business proprietor. Through the participation, they need to establish personnel management strategy of low cost and high effectiveness.

Fourth, as examined in the case study of Japan's irregular job career formation, to promote career formation, cost related problems, obligations followed by marriage, birth, and employment must be solved. The government support the situation by setting or complementing programs and laws. However, Korea depends more on the government policy that enterprise. This results from lack of understanding in utilizing irregular workers and biases view that irregular workers are only temporary workers. To activate the career formation of irregular workers, participation of enterprise is most required.

2. Career Formation from the Perspective of the Individual

To activate career formation, first, it is most important to raise their will to build career. According to the result of research on the irregular job career formation, there were a number of enterprise that provide equal education for the full-time workers and irregular workers. Especially, in financial business, irregular workers were transferred to full-time job when they accomplish certain level in their career. In addition, they were provided job training depending on their duties. Therefore, irregular workers need to plan ahead in career formation and make use of provided education.

Second, financial support for career formation is necessary. Irregular workers need to make use of the programs provided by the government to minimize individual's expense.

Third, there needs active support for woman resource that have not worked for a long time. Middle-aged women who have stopped working due to marriage and birth and who are willing to work again need to update their resume in local employment centers. They should utilize the local education centers and continuing education academies run by universities to plan their future with career formation.